



WHITE HOUSE INITIATIVE on EDUCATIONAL EXCELLENCE for HISPANICS

25 YEARS OF FULFILLING AMERICA'S FUTURE COMMITMENTS TO ACTION

September 2015 will mark the 25th Anniversary of the White House Initiative on Educational Excellence for Hispanics. This significant milestone provides the nation with the opportunity to celebrate progress in Latino education and recognize the vast and bold investments to improve education for the Latino community.

The White House Initiative on Educational Excellence for Hispanics (Initiative) encourages stakeholders to develop partnerships in order to stimulate public, private, and nonprofit communities' investments in the creation and/or expansion of quality education programming throughout the nation serving Hispanics. These high impact, long-term *Commitments to Action* will make a meaningful and quantifiable contribution to increase and support educational outcomes for Latinos cradle-to-career in the following critical areas: early education, K-12 education, college access, postsecondary education, science, technology, engineering and mathematics (STEM) education, and Latino teacher recruitment.

EARLY EDUCATION

By the time a child is five years old, 90 percent of his or her brain is fully formed. Children who have rich early learning experiences before the age of five are better prepared to thrive in kindergarten and beyond, yet the United States ranks 28th in the world in preschool enrollment. The benefits of an early childhood education are particularly powerful among children from low-income families who, on average, start Kindergarten 12 to 14 months behind their peers in prereading and language skills, evidence that the achievement gap begins as early as kindergarten. While Hispanics make up about one quarter of students in public schools, only 20 percent of Hispanic 3- to 5-year olds are enrolled in preschool programs and for those who do attend, program quality varies widely.

Commitment Goal

- Increase the number of Hispanic children who enter kindergarten ready for success by improving access to and participation in high-quality programs and services that encourage the early learning and development of children from birth through age 5.

Commitment Examples

Commitments would build the skills of the early learning workforce; build a continuum of high-quality early learning from birth to third grade; increase home-visiting programs for infants and toddler care; strengthen language literacy, math and science instruction in preschool programs; increase access and expand number of programs targeting Latino children; promote and expand existing innovative programs, including those supporting English or Dual Language Learners, or raise awareness among parents and families about the need and value of participation in high quality early learning programs.

K-12 EDUCATION AND COLLEGE ACCESS

In 2013, the U.S. Census Bureau estimated the number of Hispanic students enrolled in college jumped by more than 50 percent from 2008 to 2012, yet those who do are only half as likely as their peers to be prepared for college.

Commitment Goals

- Invest in and increase the improvement of integrated student services (wraparound supports), that reinforce and strengthen academic performance, leading to high school completion.
- Invest in dropout prevention and recovery strategies and inspire students to take charge of their future by completing higher education, whether at a professional training program, a community college, or a four-year college or university.
- Increase rates of Hispanic student enrollment in 2 or 4 year postsecondary education.

Commitment Examples

Commitments would create new programs or expand existing efforts that provide in-depth college counseling, advising and mentoring for middle- and high-school students in order to help students complete a college and career prep curriculum and navigate the college application process; prepare students for the SAT/ACT and help them navigate the testing process; help students access financial aid and scholarships through FAFSA completion and financial aid advising; develop or increase near-peer mentoring efforts encouraging college and high school student partnerships, work with local school districts and colleges to increase exposure and access to college; and encourage academic planning and summer learning opportunities.

POSTSECONDARY COMPLETION

Data indicates that now, more than ever before, Latinos are graduating high school and enrolling in college at higher rates, becoming the largest minority group in our nation's colleges and universities, yet only 22% of young Latino adults have an associate's degree or higher, 8.1 percent completed a Master's degree, and 6.5% completed a PhD.

Commitment Goals

- Strengthen our nation's community colleges and graduate a higher number of Latino students.
- Help Hispanic students earn their first college degree at 2- or 4-year institutions or receive job training to increase their skills.
- Make higher education more affordable, by reining in college costs and preparing students with a solid education to succeed in their careers.

Commitment Examples

Commitments would create new programs or expand existing efforts that help Latino students stay in college and stay on track to graduate on time, including efforts to redesign courses to encourage retention of Latino students; expand counseling and advising services and decrease remediation at the college level; provide financial assistance for continuing students; improve student support, research opportunities, transfer efforts from a 2-year to a 4-year institution and career advising.

STEM EDUCATION

Between 2010 and 2020 the overall employment in Science, Technology, Engineering and Mathematics (STEM) occupations is projected to increase by 17 percent, yet not enough Latino students are pursuing degrees and careers in the STEM fields to meet the increasing demand. Only 67 percent of Hispanic students have access to a full range of STEM courses (Algebra I, Geometry, Algebra II, Calculus, Biology, Chemistry and Physics) in high school. The lack of STEM representation is more prevalent at the postsecondary level with only 16 percent of Hispanics and 8.8 percent of Latinas completing their STEM bachelor's degree.

Commitment Goals

- Increase the number of Hispanic students enrolled in STEM courses, from preschool through postsecondary, and the number of students graduating from college with STEM degrees.
- Develop, recruit and retain quality STEM teachers with content knowledge, mastery of how to teach that content, and ability to motivate students in STEM subjects and careers.

Commitment Examples

Commitments would create or expand existing efforts that focus on exposing, enrolling, preparing, and graduating more Latinos, including girls and young women, in rigorous STEM courses and research opportunities; promote STEM careers through mentorships, internships, after school programming, and summer opportunities that can put these students on track to pursue STEM disciplines in college; increase the STEM teacher workforce; or provide resources for STEM teachers.

LATINO TEACHER RECRUITMENT

The quality of a student's teacher is the single most influential in-school factor in academic achievement and future life outcomes. With the increase in Hispanic population, it is important to have a teaching workforce that reflects the student population in order to meet the demands of our increasingly diverse nation. Nearly 1 out of 4 public school students are Hispanic, while Hispanic teachers represent only 7.8 percent of the teaching workforce and Hispanic male teachers represent 2% of the teaching workforce.

Commitment Goals

- Invest in both increasing Hispanic teacher recruitment efforts and support for teachers, including professional development, at the beginning of their careers to attract and retain high-quality teachers.
- Recruit and prepare new Hispanic teachers, as well as strengthen the support and professional development they receive throughout their careers.

Commitment Examples

Commitments would build on the success of programs with effective models for Hispanic teacher recruitment, preparation, and retention. These programs would increase the number of graduating Hispanic teachers or provide more targeted outreach; increase scholarship assistance and provide incentives for Latinos to enter the teaching profession; work closely with school districts to improve teacher and principal preparation nation-wide; develop, support, reward, and advance teachers and principals throughout their career continuum; and provide culturally relevant training and development.

COMMITMENT CRITERIA

We will select proposed Commitments based on the following three criteria:

1. **New/Expansion:** Does the proposed Commitment present a new idea or approach to a major education challenge facing the Latino community? While preexisting work is not eligible, an expansion of a successful program qualifies as a valid Commitment.
2. **Specific:** Does the proposed Commitment outline a specific approach to tackling one of the critical areas, have clear and feasible objectives that can be met within a defined period of time, and articulate the intended outcome of the effort?
3. **Measurable:** Does the Commitment have specific quantitative and/or qualitative goals that can be measured over time to evaluate the success of the Commitment? How would that measurement be conducted? If you collect data to measure the success of your Commitment, please describe the data you would collect for that purpose. We would appreciate receiving that data so we can demonstrate to the public how the selected Commitments are succeeding.

STEPS TO DEVELOP A COMMITMENT

1. You may want contact Initiative staff by emailing jaqueline.cortezwang@ed.gov with subject line “25th Anniversary Commitment” to request assistance in describing the objectives of your proposed Commitment.
2. If you contact Initiative staff, we will make staff members available to discuss ideas and approaches for your Commitment and can also help explore partnership opportunities.
3. Once you have formulated your Commitment, we ask that you provide information using the questions in the [Commitment to Action Submission Guidance](#), which is designed to help you describe the objectives, implementation strategy, timeline, and measures of success for your proposed Commitment. Submit the answers to those Commitment questions online, via email or hard copy by:
 - Using the online submission form [available here](#).
 - Using the Word template [available here](#) and emailing it to jaqueline.cortezwang@ed.gov with subject line “25th Anniversary Commitment Submission”.
 - Mailing a hard copy to the following address: White House Initiative on Educational Excellence for Hispanics; 25th Anniversary Commitment; 400 Maryland Ave. S.W.,; Room 4W108; Washington, D.C., 20202
4. Initiative staff will review your Commitment based on the criteria described in this document and the extent to which the proposed Commitment addresses the objectives described in this document, using a panel approval process.
5. Staff may contact you to provide feedback and we will inform you whether your proposed Commitment is accepted to be honored during the Initiative’s Anniversary celebrations.

To ensure that your proposed Commitment will be reviewed and considered for being honored during the 25th Anniversary of the Initiative, please submit your proposed Commitment by June 30, 2015.

RECOGNITION

All approved Commitments will receive recognition through a White House announcement released during the 25th Anniversary culmination taking place during Hispanic Heritage Month, September 15-October 15, 2015.

By submitting a Commitment (which includes the associated application), the applicant agrees to the Commitment guidelines and these terms and conditions:

Number of Entries: There is no limit to the number of entries submitted per organization.

Finalist Selection and Notification: Applications will be reviewed by a panel of reviewers, consisting of White House Initiative on Educational Excellence for Hispanics (Initiative) staff and other Federal partners. The decisions of the panel on all matters relating to the Commitments are final. The Initiative will not consider any application that does not adhere to these guidelines or proposes a plan that would result in a violation of Federal law, regulation, or the policies of the U.S. Department of Education (ED), or the Initiative. Selected applicants will be notified via email and/or phone call.

Copyright/Original Work: Each applicant represents and warrants that he or she is the sole author and owner of the submitted materials (including the application) that consists of the Commitment; that the application is wholly original to the applicant (or is an improved version of an existing application that the applicant has sufficient rights to use and to authorize others (including ED) to use); and that the application does not infringe any copyright or any other rights of any third party. Each applicant also warrants that the application is free of malware.

Intellectual Property Rights: By providing a Commitment and application to ED, each applicant grants to ED an irrevocable, paid-up, royalty-free, non-exclusive worldwide license to use, copy, distribute to the public, create derivative works from, link to, and display publicly (on the Internet or otherwise) the submitted Commitment (including the associated application). All applicants will retain all other intellectual property rights over their Commitment and associated application. Each accepted applicant acknowledges that the application will be provided to the public free of charge by ED or its designee starting on the date of the announcement of accepted applicants. Applicant also agrees to allow ED to use his or her name (and/or organization's name) and other submitted information (i.e., address) in any news report, media release, or documentation issued by ED (or its designee) related to this 25th Anniversary.

Limitation of Liability: By submitting an entry for the Commitment, all applicants agree to, and thereby do, release, discharge, and hold harmless the Government (which includes ED and other Federal partners) and its employees, agents, contractors, and representatives (except in the case of willful misconduct) from any claims, losses, and damages arising out of their participation in this 25th Anniversary or any 25th Anniversary-related activities and the acceptance and use, misuse, or possession of any prize awarded hereunder, including claims for injury, death, damage, or loss of property, revenue or profits, whether direct, indirect, or consequential, arising from their participation in the 25th Anniversary, whether the injury, death, damage or loss arises through negligence, or otherwise. Participants will not be required to waive claims against the Government that arise from the unauthorized use or disclosure by the agency of the intellectual property, trade secrets, or confidential information of the applicant. The applicant shall be liable for, and shall indemnify and hold harmless the Government against, all actions or claims for loss of or damage to property (including any damage that may result from a virus or malware to the Government's computer systems or those of the end-users of the software and/or applications), resulting from the fault, negligence, or wrongful act or omission of the applicant.

Privacy Policy: Participation in the 25th Anniversary constitutes the applicant's consent to the use by ED (and its agents and contractors) of the applicant's name, likeness, photograph, voice, opinions, and contact information (i.e., email, phone number, and address) for communication purposes on matters regarding the 25th Anniversary Commitment in any media, worldwide, without payment or consideration. Participation in the 25th Anniversary also constitutes the applicant's consent to permit ED and its agents and contractors to share any application information of the Commitment made by the applicant. Individually identifiable information provided to ED by submitting an application to this 25th Anniversary will be used only to communicate on matters regarding the applicant's submission or administering or implementing the Commitment. Individually identifiable information provided to ED by submitting an application to this 25th Anniversary will not be used for any purpose that is unrelated to the submission and/or administering or implementing the Commitment, unless such a use is required by law.

Individuals with disabilities can obtain a copy of this notice in an accessible format (e.g., braille, large print, audiotape, or compact disc) by contacting the INITIATIVE office at 202-401-1411. If you use a telecommunications device for the deaf (TDD) or a text telephone (TTY), and need other assistance please call the Federal Relay Service (FRS), toll free, at 1-800-877-8339, which can connect you with Initiative.